

# Raina Ryan

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## TECHNICAL SKILLS

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### Talent

Recruitment

### Operations

HRIS (Workday/BambooHR)

### People Practices

Succession Planning • Employee Relations

### Compliance

Workplace Investigations • Employment Law

## SUMMARY

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HR Manager with a track record building high-impact solutions and improving KPIs.

## WORK EXPERIENCE

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### HR Business Partner — Lubowitz Inc (2023 - 2024)

- Managed complex employee relations issues and maintained compliance with local employment law.
- Rolled out benefits and L&D programs that increased retention in key teams by 23%.
- Implemented a performance review program which improved engagement scores by 14 points.

### Talent Acquisition Manager — Cummings - Zemlak (2024 - 2024)

- Implemented a performance review program which improved engagement scores by 10 points.
- Managed complex employee relations issues and maintained compliance with local employment law.

### HR Business Partner — Greenholt - Ullrich (2016 - 2021)

- Managed complex employee relations issues and maintained compliance with local employment law.
- Implemented a performance review program which improved engagement scores by 14 points.
- Rolled out benefits and L&D programs that increased retention in key teams by 19%.

### HR Business Partner — Nolan, Baumbach and Waters (2020 - 2025)

- Rolled out benefits and L&D programs that increased retention in key teams by 20%.
- Led recruitment for 68 roles across EMEA/US, reducing time-to-hire by 18%.
- Implemented a performance review program which improved engagement scores by 19 points.

## PROJECTS

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**conscendo correptius** - Persevering tertiary complexity

**clibanus toties convoco** - Integrated composite leverage <https://far-flung-obedience.net/>

## CERTIFICATIONS

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- CIPD Level 5/7
- SHRM-CP